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ABSTRACT

The Board of Trustees of the Austin (Texas) Independent School District (AISD) has set a goal of recruiting and promoting professionals and administrators to achieve a match between local and statewide ethnic percentages. Target percentages are derived from the most recent statewide percentages from the Texas Education Agency of professionals and administrators in the Texas public education work force. Compared to statewide percentages, the AISD employed in 1992: (1) 1.2 times as many Black teachers; (2) 1.4 times as many Hispanic teachers; (3) 2.2 times as many Black administrators; and (4) 1.4 times as many Hispanic administrators. For both Hispanics and Blacks, the AISD employed higher percentages of teachers and administrators than the available education work force in Texas or the country as a whole. Recruitment of minorities from the pool of new teachers will remain difficult for the AISD because the applicant pool is limited. Twelve figures and 10 attachments (in table form) provide information about teacher supply and demand. (Contains 12 references.) (SLD)

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Faculty/Staff Recruitment Report:
Calendar Year 1992

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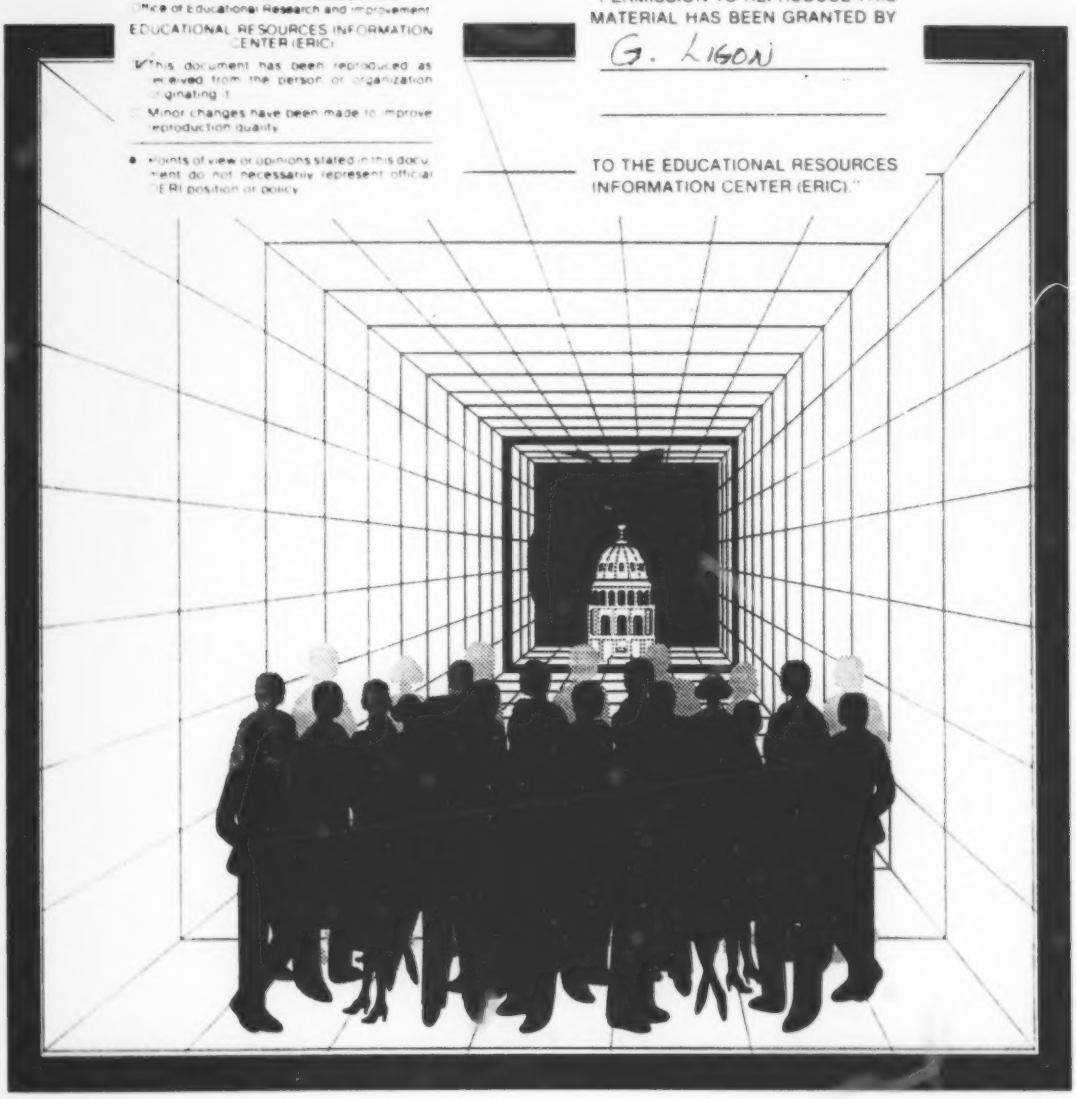

Austin Independent School District
Office of Research and Evaluation

August 1993
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Faculty/Staff Recruitment Report: Calendar Year 1992

Executive Summary

Austin Independent School District
Office of Research and Evaluation

Author: Janice Curry

Background

The Board of Trustees has set a goal of recruiting and promoting professionals and administrators in order to achieve a match between local and statewide ethnic percentages. The target percentages are derived from the most recent statewide percentages from the Texas Education Agency of professionals and administrators in the Texas public education work force.

Major Findings

The table at the right compares the ethnic percentages for AISD's staff and new hires in calendar year 1992 to both the statewide and national percentages.

- Compared to statewide percentages, AISD employed in 1992:
  - 1.2 times as many Black teachers,
  - 1.4 times as many Hispanic teachers,
  - 2.2 times as many Black administrators, and
  - 1.4 times as many Hispanic administrators. (Pages 6 and 9)
- For both Hispanics and Blacks, AISD employed higher percentages of teachers and administrators than the available education work force in Texas or the United States. (Pages 6 and 9)
- The percentage of Black administrators who were newly hired or promoted from professional positions in AISD decreased from 30% in 1991 to 24.1% in 1992. However, the percentage of Black administrators employed by AISD (19.9%) is 11.0 percentage points above the statewide available work force for Black administrators (8.9%). (Pages 15 and 23)
- The percentage of Black professionals employed by AISD decreased from 10.5% in 1991 to 9.8% in 1992, but is still above the statewide available work force for Black professionals (8.7%). (Pages 13 and 19)

AISD, STATE, AND NATIONAL ETHNIC PERCENTAGES FOR TEACHERS AND ADMINISTRATORS IN 1992

Group	Black	Hispanic	Other
AISD Teachers–New Hires	6.5%	17.3%	76.2%
AISD Teachers–Total Employed	9.8%	18.5%	71.7%
Texas Teachers (Goal)*	**8.5%**	**13.7%**	**77.8%**
U.S. Teachers	9.3%	3.4%	87.3%
AISD Administrators–New Hires and Promotions	24.1%	27.6%	48.3%
AISD Administrators–Total Employed	19.9%	22.1%	58.0%
Texas Administrators (Goal)*	**8.9%**	**16.1%**	**75.1%**
U.S. Administrators	6.0%	2.0%	92.0%

* The percentages shown for Texas teachers and administrators are also the numbers set by the Board of Trustees as goals for recruiting and promoting.

- The percentage of newly hired or promoted Hispanic administrators declined from 20.6% in 1991 to 16.7% in 1992. The percentage of Hispanic administrators employed by AISD in 1992 was 22.1%–well above the available statewide work force of 16.1% for Hispanic administrators. (Pages 15 and 23)
- The gains for female administrators in the last 13 years are evident in the percentage rise from 47.2% in 1980 to 58.0% in 1992. The percentage of female administrators increased from 57.0% in 1991 to 58.0% in 1992. (Pages 8 and 23)

Recruitment of minorities from the new teacher supply of education students will remain difficult for the District because the applicant pool (see below) is limited. While the total number of student teachers increased by 84 in 1992, the minority percentage decreased from 14.5% in 1991 to 12.8% in 1992. (Pages 10 and 27)

- Student teachers in AISD continue to include few Hispanics (10.4%) and fewer Blacks (2.4%). (Pages 10 and 28)
- Recent minority graduates or out-of-state minority teachers seeking Texas certification through the ExCET exam accounted for only 14.2% of the tests that were taken and passed–down one percentage point from 1991 to 1992. (Pages 12 and 31)

FUTURE TEACHER APPLICANTS

Group	Black	Hispanic	Other
AISD Student Teachers	2.4%	10.4%	87.2%
Texas ExCET Passing Results	3.1%	11.1%	85.8%

CONCLUSIONS

As the student minority population of the District increases, AISD will need to continue to recruit Black and Hispanic teachers and administrators. This continuing effort will help to ensure equal employment opportunities and positive minority role models in our schools. Because 17% of beginning teachers in Texas are Hispanic and 5% are Black, there is heavy competition among school districts to recruit and hire this limited pool of minority teachers. The search for quality teachers of all ethnicities must continue to be a priority in the future. An examination of data concerning the recruitment and promotion of professionals and administrators in AISD leads to the following conclusions:

- With few exceptions, AISD has employed a greater percentage of Black and Hispanic teachers, professionals, and administrators than statewide percentages for minorities in the Texas education work force from 1980 through 1992.

- The statewide available work force for Black teachers, professionals, and administrators has continued to decline each year since 1980. This decline may be a result of more opportunities for Black professionals in other fields.

- The statewide available work force for Hispanic teachers, professionals, and administrators has steadily increased from 1980 to the present. This increase may be due to a continually increasing Hispanic population in the State of Texas.

- The percentage of male teachers and administrators in AISD has steadily declined since 1983. With this decline comes a decrease in male role models in our schools.

- The Austin Independent School District makes a genuine effort to be an equal opportunity employer through its recruiting policies. However, in 1992, the amount of funds allotted to these efforts was reduced by $100,000, which will make it more difficult to recruit outstanding teachers.

- As the Board of Trustees considers the 1993-94 budget, beginning teacher salaries may need to be examined. AISD is sixth among the "Big 8" Texas school districts in beginning teacher salaries, which may affect recruitment of quality teachers.

Source: Beginning teacher information - *ExCET 1991-92 Report* from the Texas Education Agency, Division of Professional Educator Assessment and the AISD Department of Personnel.

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FACULTY/STAFF RECRUITMENT REPORT: CALENDAR YEAR 1992

INTRODUCTION

On November 28, 1977, the Austin Independent School District (AISD) Board of Trustees adopted the Affirmative Faculty/Staff Recruitment Plan. In 1983, a revised plan established three major District goals:

1. AISD "will make a continuous effort to place male and female representation at all levels of employment."

2. AISD "will make a continuous effort to attain the ethnic percentages of professional personnel at all levels which approximately correspond to the ethnic percentages of pupil enrollment."

3. AISD "is committed to a goal of recruiting and employing minorities...in the following percentages:"

Black	15% - 20%
Hispanic	25% - 30%
Other	50% - 55%

On August 28, 1989, the Board of Trustees adopted the recommendations of the Tri-Ethnic Task Force and directed that they be incorporated into AISD policy. Among the recommendations was an adjustment to the District's recruitment goal established in 1983. The recommendation reads as follows:

> "Adjust AISD recruitment and promotion goals to reflect the State of Texas available workforce in order to ensure that AISD continues to provide equal employment opportunities."

In the Department of Personnel, this recommendation is understood to refer to the most recent statewide percentages of persons currently working in education in Texas. These numbers are based on data from the Texas Education Agency's 1991-92 Personnel Roster.

For professionals, the 1992 statewide percentages are:

Black	8.7%	Male	20.8%
Hispanic	13.6%	Female	79.2%
Other	77.7%		

For teachers only, the 1992 statewide percentages are:

Black	8.5%	Male	21.4%
Hispanic	13.7%	Female	78.6%
Other	77.8%		

Among administrators, 1992 statewide percentages are:

Black	8.9%	Male	59.1%
Hispanic	16.1%	Female	40.9%
Other	75.1%		

"Professional" in the plan adopted by the Board means all District employees with contracts. For the purpose of this report these employees are further divided into "professionals" and "administrators."

- "Professionals" include teachers and other employees such as counselors, evaluation associates, and athletic trainers.
- "Administrators" include such employees as principals, superintendents, department directors, instructional coordinators, and evaluators.
- "Promoted" refers to professionals who became administrators in 1992. It does not include administrators promoted to other administrative positions.
- "Other" refers to District staff who are not Hispanic or Black, including White, Asian, and Native American.

The information upon which this report is based was provided by the AISD Department of Personnel, the Texas Education Agency, the United States Bureau of Labor Statistics, and the *The Executive Educator*. All conclusions drawn from this information are the sole and independent responsibility of the staff of the Office of Research and Evaluation.

THE PROFESSIONAL POPULATION

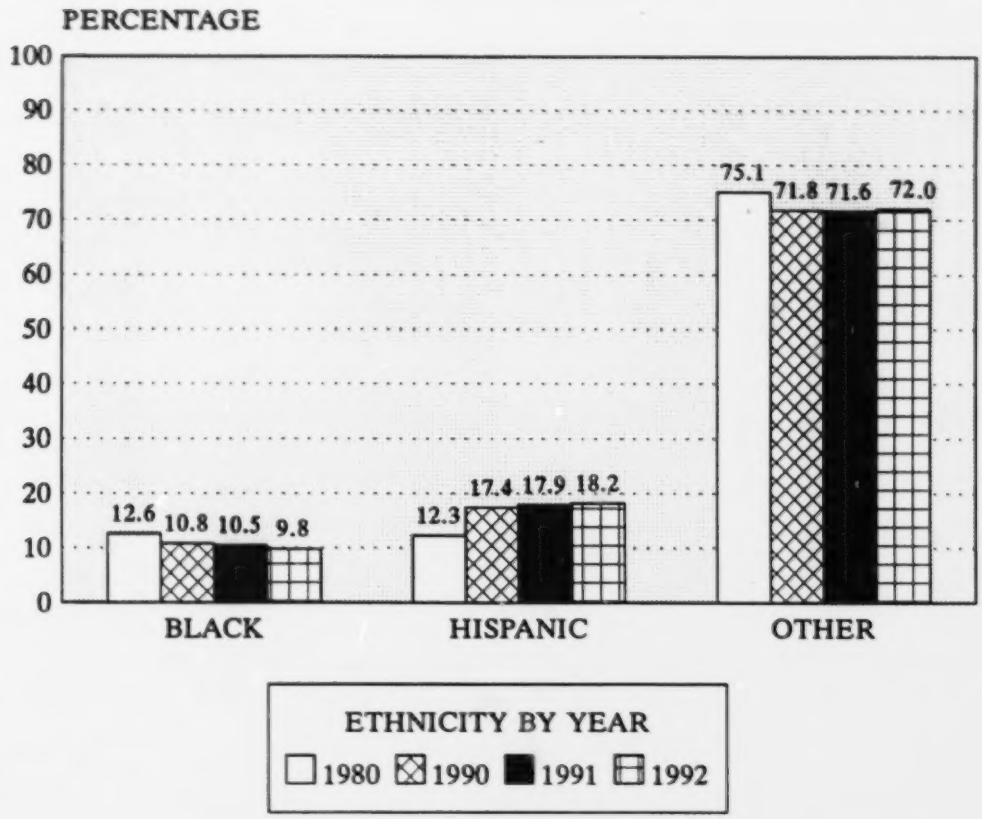
Ethnicity of Professionals

The percentage of Black professionals employed by AISD decreased (from 10.5% in 1991 to 9.8% in 1992) for the ninth consecutive year.

The percentage of Hispanic professionals continued to increase (17.9% to 18.2%) in 1992. Except for a slight decline in 1988, the percentage of Hispanic professionals has increased each year since 1980.

The percentage of Other professionals increased slightly in 1992 (71.6% to 72.0%). This figure represents the highest Other percentage since 1983.

FIGURE 1
ETHNICITY OF ALL AISD PROFESSIONALS
IN 1980 AND 1990-92



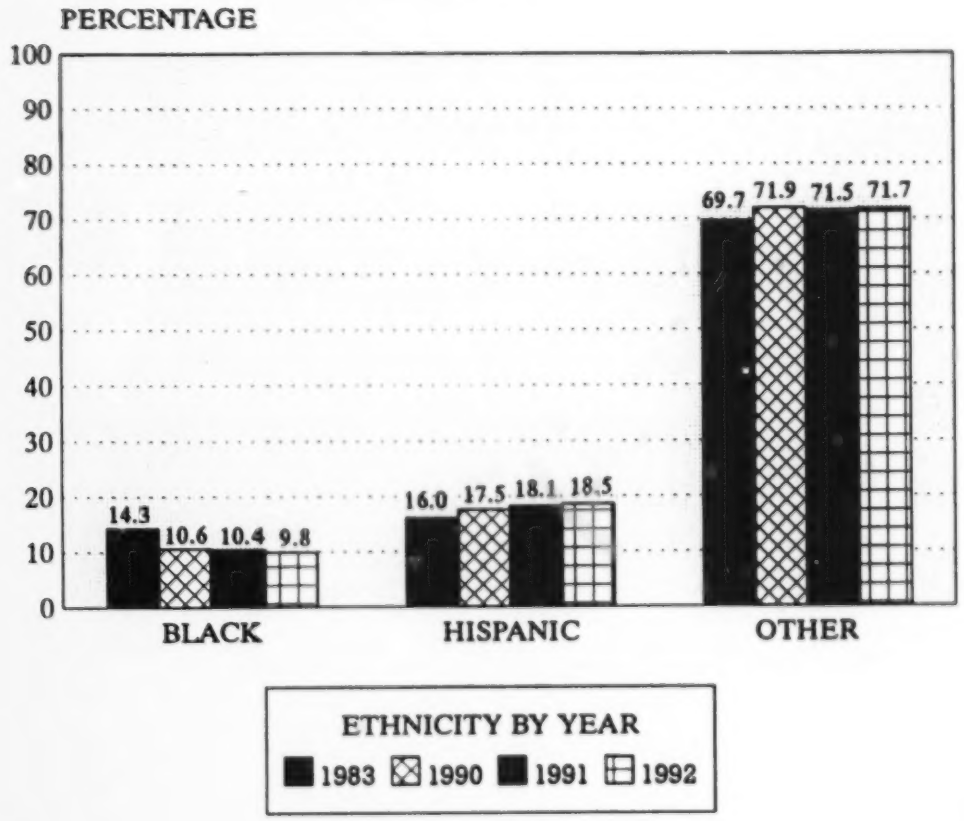
Source: AISD Department of Personnel, Human Resource Analyst. Information from employee file, compiled at the end of the 1992 calendar year. See Attachment 1 for ethnic and sex percentages of all professional employees, teachers only, and other professionals for 1980-92.

Ethnicity of Teaching Staff

Between 1983 and 1992, slight changes have been seen in the percentages of AISD teachers who are Black, Hispanic, and Other.

- The percentage of Black teachers has continued to decline for the ninth year in a row (from 14.3% in 1983 to 9.8% in 1992).
- After a slight decrease in 1988, the percentage of Hispanic teachers has increased for the past four years (from 17.0% in 1988 to 18.5% in 1992).
- The Other population has fluctuated within a two percentage point range since 1983 (from 69.7% in 1983 to 71.7% in 1992).

FIGURE 2
ETHNICITY OF THE AISD TEACHING STAFF
IN 1983 AND 1990-92



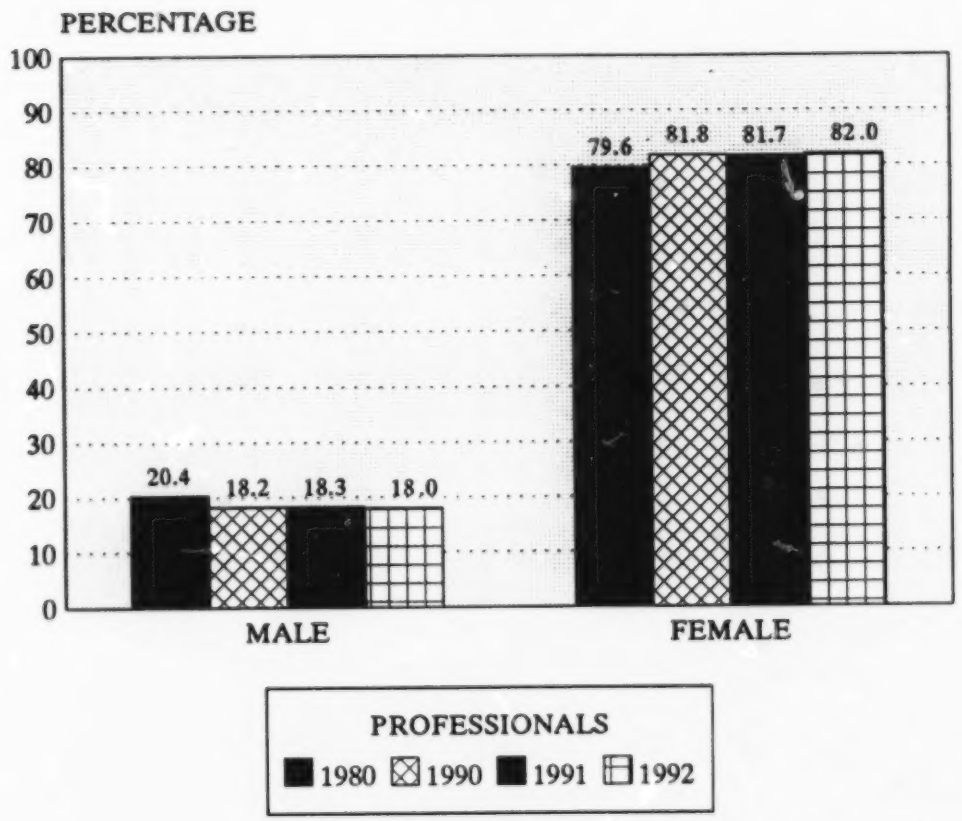
Source: AISD Department of Personnel, Human Resource Analyst. Information from employee file, compiled at the end of the 1992 calendar year. See Attachment 1 for ethnic and sex percentages of all professional employees, teachers only, and other professionals for 1980-1992.

Sex Percentages of Professionals

The percentage of AISD professionals who are male has shown a downward trend, decreasing from 20.4% in 1980 to 18.0% in 1992.

For all professional employees, the 1992 percentages of males and females changed slightly from 1991 (for males, from 18.3% to 18.0%; and for females, from 81.7% to 82.0%).

FIGURE 3
SEX OF AISD PROFESSIONALS
IN 1980 AND 1990-92



Source: AISD Department of Personnel, Human Resource Analyst. Information from employee file, compiled at the end of the 1992 calendar year. See Attachment 1 for ethnic and sex percentages of all professional employees, teachers only, and other professionals for 1980-1992.

Teacher Ethnicities Compared

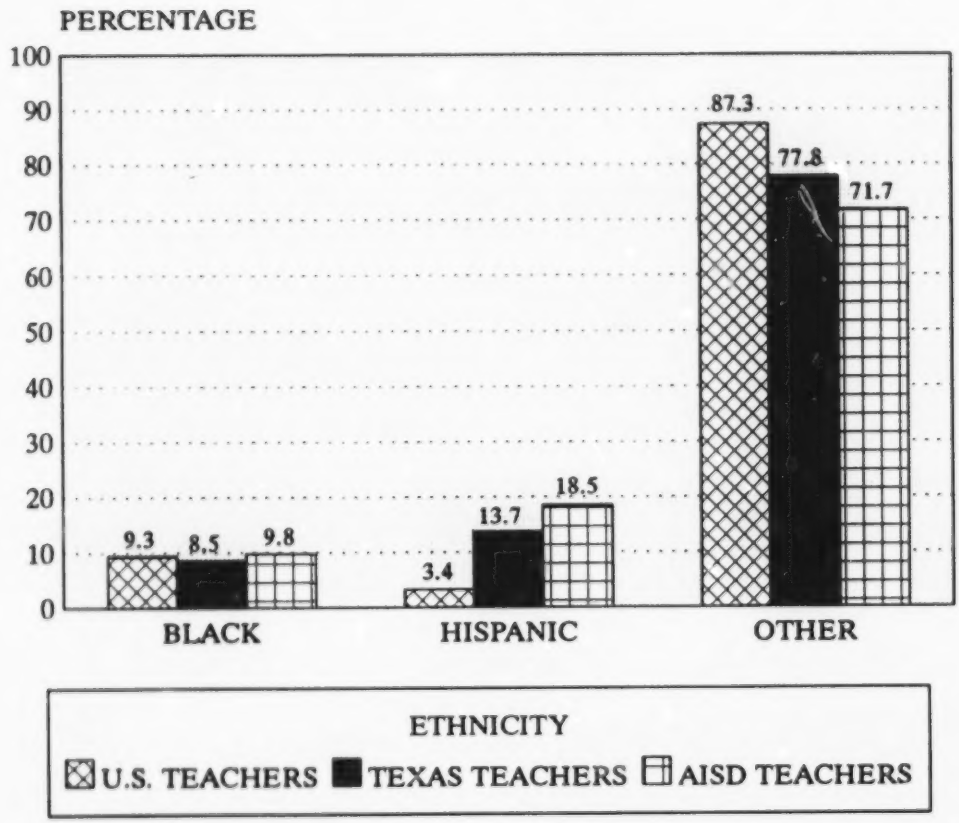
Compared to the national teaching population in 1992, AISD employed:

- 1.1 times as many Black teachers, and
- 5.4 times as many Hispanics.

Compared to teachers in the State in 1992, AISD employed:

- 1.2 times as many Blacks, and
- 1.4 times as many Hispanic teachers.

FIGURE 4
TEACHER ETHNICITY IN 1992--
THE U.S., TEXAS, AND AISD



Source: National figures--Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Volume 40, No. 1, January 1993.

State figures--Texas Education Agency, Public Information Office, Table 1--Fall 1991-1992 Personnel Roster, Full Time Equivalent Counts by Personnel Types and Subtypes.

See Attachment 2 for the ethnic and sex percentages of teachers and administrators in AISD, in Texas, and in the United States in 1992.

THE ADMINISTRATIVE POPULATION

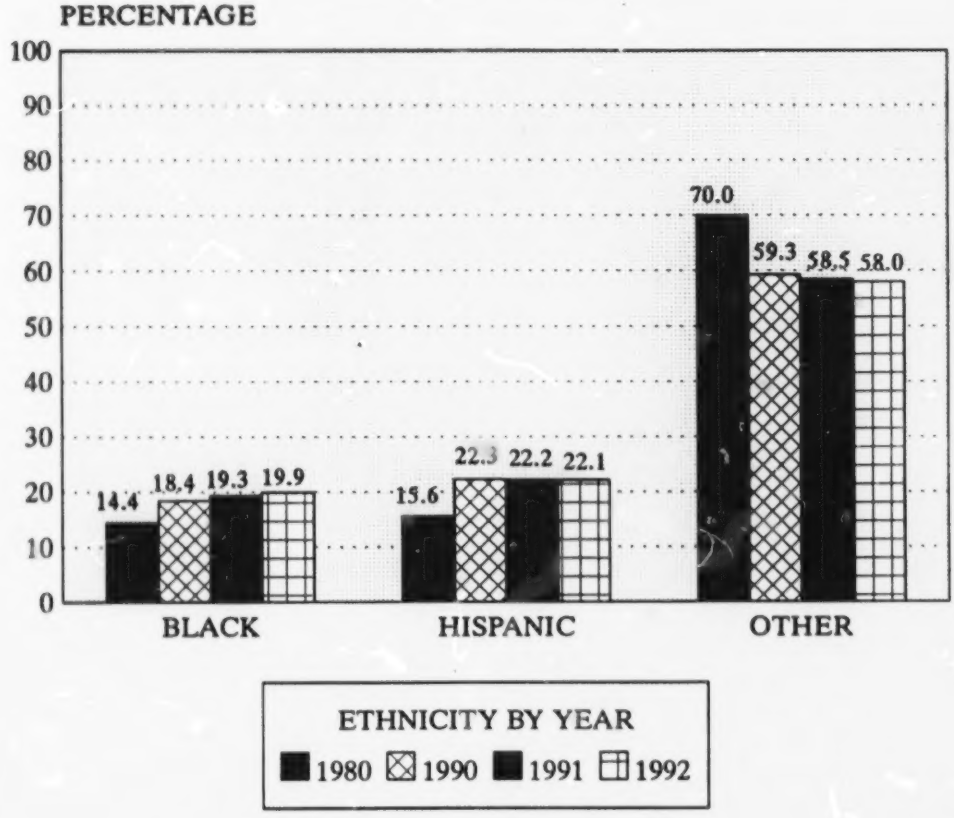
Ethnicity of Administrators

The percentage of Black administrators has increased from 14.4% in 1980 to the highest percentage to date of 19.9% in 1992.

The percentage of Hispanic administrators has ranged from 15.6% in 1980 to a high of 23.3% in 1988. The percentage of Hispanic administrators has remained stable for the past three years, varying only 0.2 percentage points from 1990 to 1992.

The percentage of Other administrators has ranged from 57.9% to 70.0% since 1980. The percentage of Other administrators decreased from 58.5% in 1991 to 58.0% in 1992.

FIGURE 5
ETHNICITY OF ALL AISD ADMINISTRATORS
IN 1980 AND 1990-92



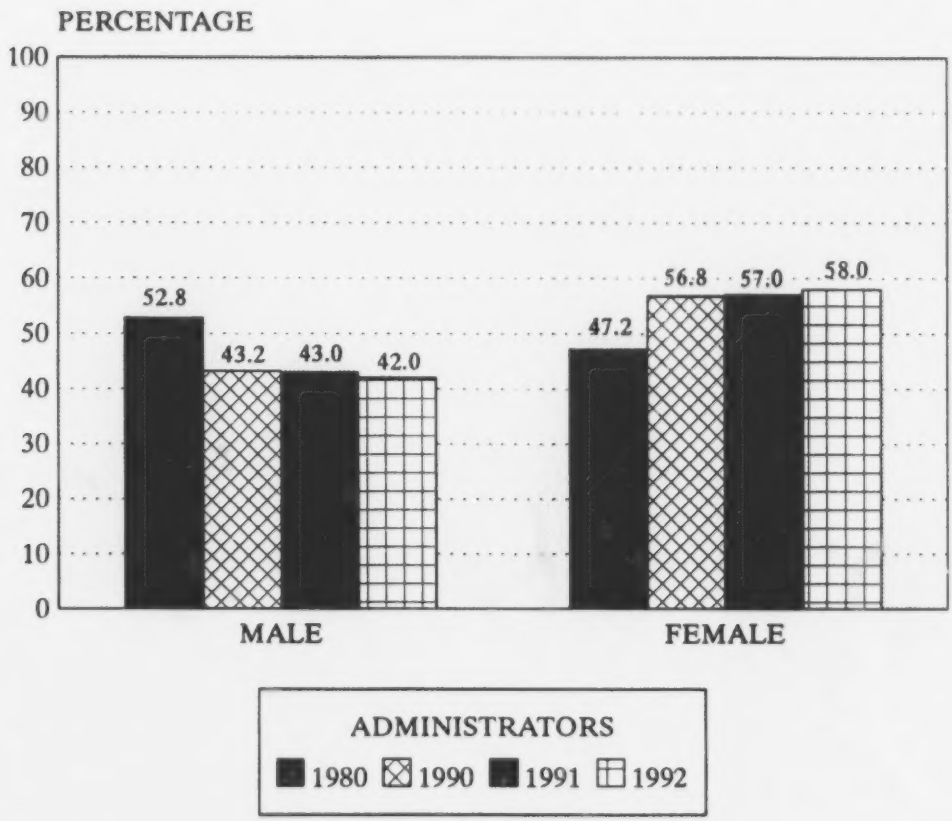
Source: AISD Department of Personnel, Human Resource Analyst. Information from employee file, compiled at the end of the 1992 calendar year. See Attachment 3 for the ethnic and sex percentages of school and central administrators, in Austin and Texas, for 1980-92.

Sex Percentages of Administrators

The gains for female administrators in the last 13 years are evident in the percentage rise from 47.2% in 1980 to the current high of 58.0% in 1992. A gain of one percentage point in female administrators occurred in 1992.

Percentages for male administrators decreased by one percentage point in 1992, continuing the downward trend reflected by a 10.8 percentage point decline since 1980.

FIGURE 6
SEX OF AISD ADMINISTRATORS
IN 1980 AND 1990-92



Source: AISD Department of Personnel, Human Resource Analyst. Information from employee file, compiled at the end of the 1992 calendar year. See Attachment 3 for the ethnic and sex percentages of school and central administrators, in Austin and Texas, for 1980-1992.

Administrator Ethnicities Compared

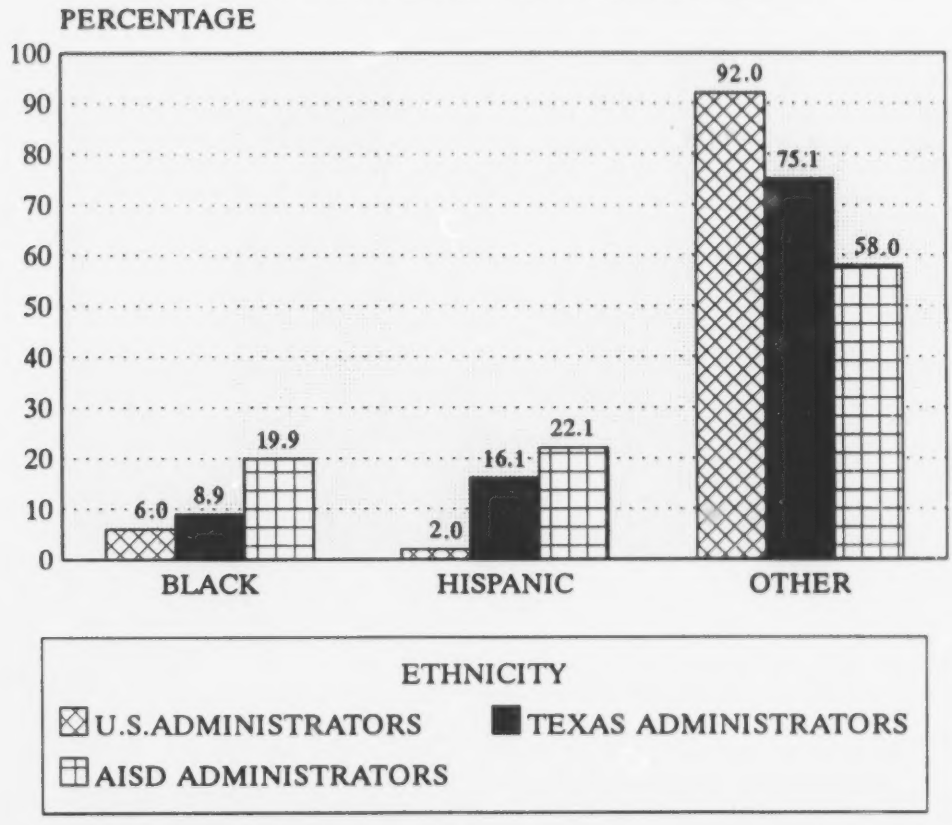
Compared to the administrators nationally, AISD in 1992 employed:

- 3.3 times as many Black administrators, and
- 11.0 times as many Hispanic administrators.

Compared to administrators in Texas, AISD in 1992 employed:

- 2.2 times as many Black administrators, and
- 1.4 times as many Hispanic administrators.

FIGURE 7
ADMINISTRATOR ETHNICITY IN 1992
THE U.S., TEXAS, AND AISD COMPARED



Source: National figures--Nationwide Survey of Administrators, *The Executive Educator*, Vol.15, No.1, February 1993.

State figures--Texas Education Agency, Public Information Office, Table 1--Fall 1991-92 Personnel Roster, Full-Time Equivalent Counts by Personnel Types and Subtypes.

See Attachment 2 for the ethnic and sex percentages of teachers and administrators in AISD, in Texas, and in the United States in 1992.

THE TEACHER SUPPLY

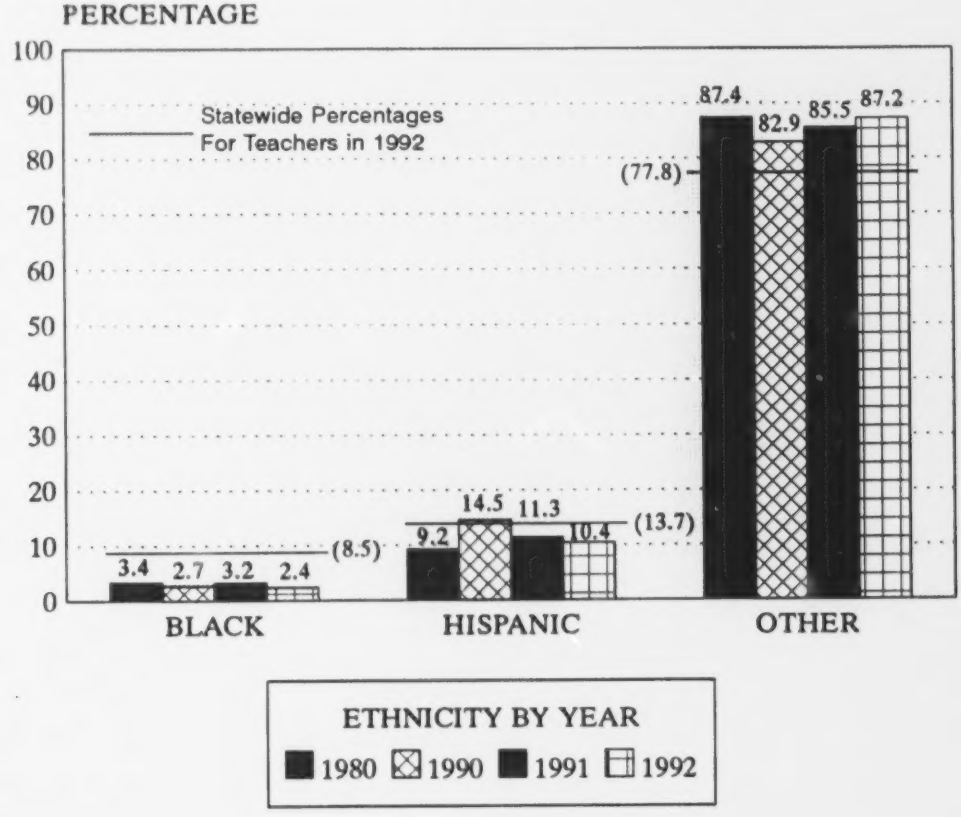
AISD Student Teachers

Student teachers placed in AISD schools are an important source of new teacher recruitment. Consistently, however, minorities have comprised less than a fifth of the education students doing their student teaching in District schools.

Blacks have represented less than 6% of the total of student teachers every year for the past 13 years. In 1992, the percentage decreased to 2.4% from 3.2% in 1991.

Hispanics represent only 10.4% of the 1992 AISD student teacher population while the statewide percentage for the Hispanic teacher work force is 13.7%.

FIGURE 8
ETHNICITY OF AISD STUDENTTEACHERS IN 1980
AND 1990-92 COMPARED TO STATEWIDE WORK FORCE



Source: AISD Office of Student Teaching. See Attachment 4 for the number of student teachers in AISD by ethnicity and college or university. See Attachment 5 for a 14 year summary of the ethnic percentages of student teachers in AISD.

Teacher Clubs

In 1992 there were 21 clubs in AISD for students interested in teaching as a profession, increasing from four clubs in 1988. Chapters of Future Teachers of America (FTA) or the Texas Association of Future Educators (TAFE) were at the following schools:

Austin High School
Bowie High School
Crockett High School
Johnston High School
Lanier High School
LBJ High School
McCallum High School
Reagan High School
Travis High School

Bedichek Middle School
Burnet Middle School
Covington Middle School
Fulmore Middle School
Kealing Junior High School
Lamar Middle School
Martin Junior High School
Mendez Middle School
Murchison Middle School
O. Henry Middle School
Pearce Middle School
Porter Middle School

Each of the high school clubs received $500 from the District for conference fees, club t-shirts and patches, and trophies. The middle school/junior high clubs received $300 to be used for club activities. Sponsors of the high school clubs received a $1,000 stipend, and middle school/junior high school sponsors received a $700 stipend. If a club had more than one sponsor, the stipend was split among those sponsors.

Source: AISD Office of Student Teaching

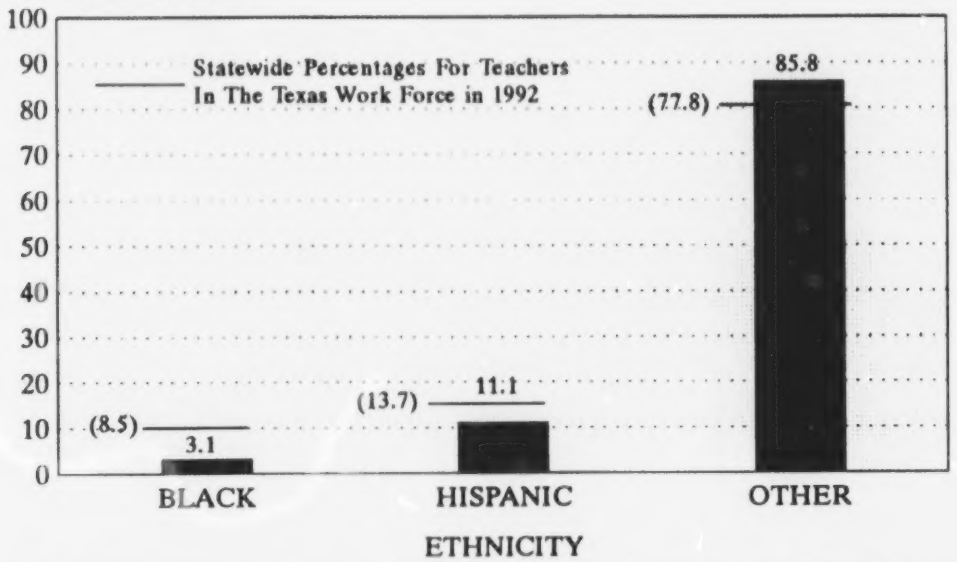
Teacher Candidates

Beginning in 1984, persons in Texas desiring to be teachers were required to pass a basic skills test (the Pre-Professional Skills Test, or P-PST) prior to enrolling in teacher education coursework beyond six hours. The Texas Academic Skills Program (TASP) test, mandated by state legislation passed in May 1987, superseded the P-PST in May 1991. On the most recent administration of the TASP test in November 1992, 78.7% of the teacher education candidates passed all three sections of the exam. Of the students taking all three sections of the test, 59.3% of the Black students, 73.3% of the Hispanic students, and 88.7% of the Other students passed all three sections. Thirty-six percent of the teacher education students taking the TASP test were minority students.

Graduating education students seeking Texas certification and out-of-state teachers wishing to teach in the State are required to take the Examination for Certification of Educators in Texas (ExCET).

- Minority representation in the 1992 ExCET statewide results was small. Of the 42,088 ExCET tests taken by all applicants, minorities took 8,551 tests--only 20.3% of the total tests taken.
- Improvement was made in 1992 in the passing rates for both Black and Hispanic teacher candidates. The 1992 ExCET passing rate for Blacks was 59.3% (up from 52.7% in 1991) and 73.3% for Hispanics (up from 63.4% in 1992).
- The percentage of Blacks and Hispanics passing the ExCET represented 14.2% of all teacher candidates passing in 1992, a decrease of one percentage point from 1991.

FIGURE 9
ETHNICITY OF CANDIDATES PASSING ExCET IN 1992 COMPARED TO STATEWIDE WORK FORCE PERCENTAGES



Source: Texas Education Agency, Division of Teacher Assessment. See Attachment 8 for the passing rate on the ExCET by ethnic group in 1986-92.

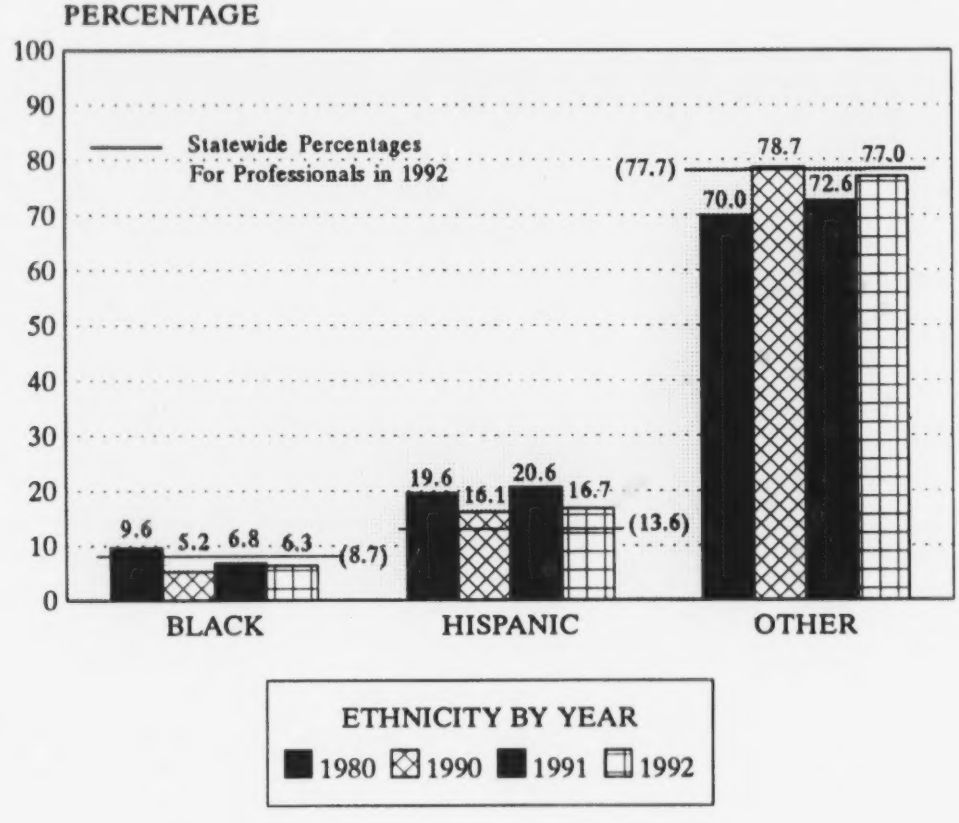
HIRING/RECRUITMENT/PROMOTION

All Professionals Newly Hired in 1992

The percentage of Black professional new hires in AISD decreased from 6.8% in 1991 to 6.3% in 1992. This decrease parallels to the decline of the statewide available work force for Black professionals from 8.9% in 1991 to 8.7% in 1992.

The percentage of new Hispanic professional hires for 1992 was 16.7%. AISD continued to exceed the employment goal of 13.6% for Black professionals.

FIGURE 10
ETHNICITY OF AISD NEW PROFESSIONAL HIRES IN 1980 AND 1990-92 COMPARED TO STATEWIDE WORK FORCE



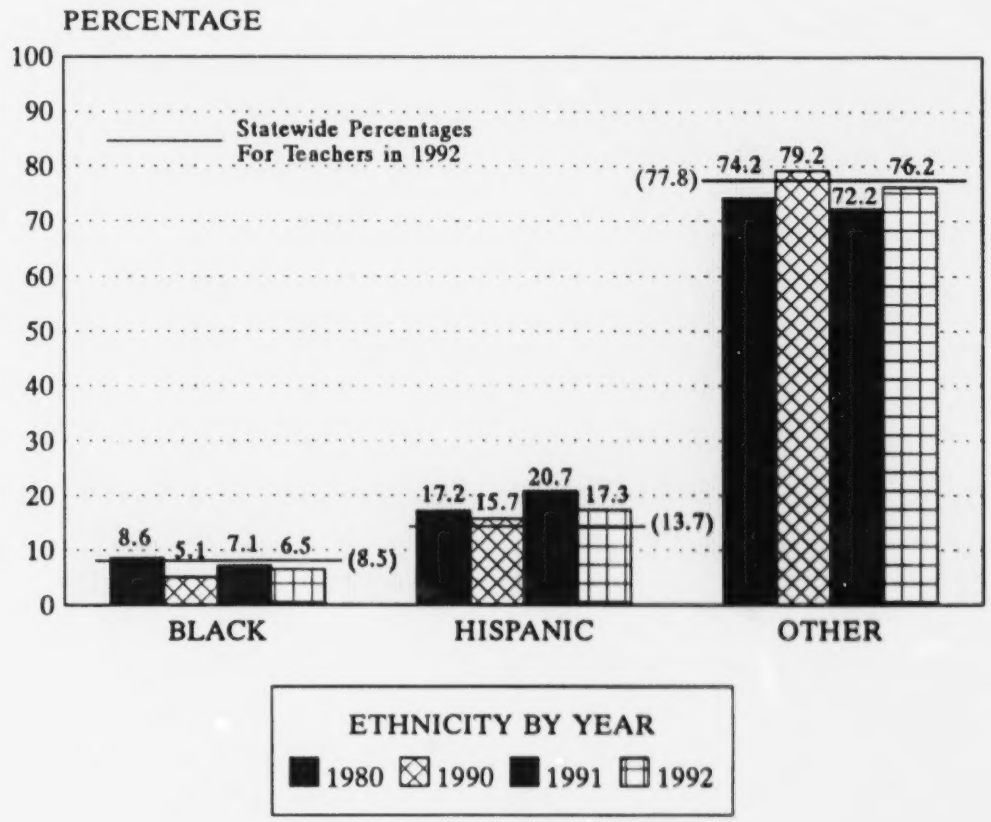
Source: AISD Department of Personnel, Human Resource Analyst. Information from employee file, compiled at the end of the 1992 calendar year. See Attachment 9 for changes in employment and hiring patterns by ethnicity for AISD professionals for 1980-92.

Teachers Newly Appointed in 1992

The percentage of new Black teachers hired by AISD decreased from 7.1% in 1991 to 6.5% in 1992. The Texas available work force of Black teachers decreased as well from 8.8% in 1991 to 8.5% in 1992.

The percentage of new Hispanic teachers hired by AISD decreased from 20.7% in 1991 to 17.3% in 1992. AISD continued to exceed the employment goal of 13.2% for Hispanic teachers.

FIGURE 11
ETHNICITY OF NEWLY APPOINTED TEACHERS IN 1980 AND 1990-92 COMPARED TO STATEWIDE WORK FORCE



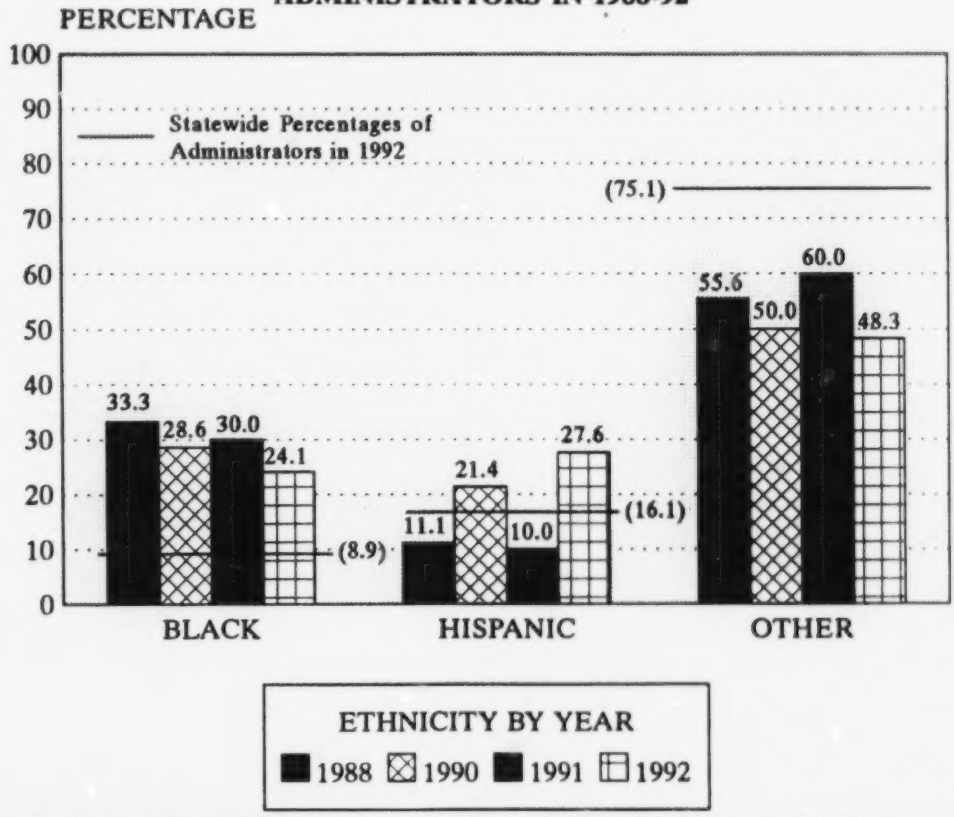
Source: AISD Department of Personnel, Human Resource Analyst. Information from employee file, compiled at the end of the 1992 calendar year.

Administrators Newly Hired/Promoted in 1992*

The actual number of administrators newly hired or promoted (from professional to administrator) almost tripled from 10 in 1991 to 29 in 1992.

- The percentage of Black administrators newly hired or promoted was 24.1%. The total percentage of Black administrators employed by AISD in 1992 (19.9%) exceeded the statewide percentage of 8.9%.
- The percentage of Hispanic administrators hired or promoted in 1992 was 27.6%. The percentage of Hispanic administrators employed by AISD (22.1%) is well above the statewide goal of 16.1% for Hispanic administrators.
- Of the 29 administrators newly hired or promoted in 1992, 21.1% were Black 24.1% were Hispanic, and 66.0% were promoted from AISD professional positions.

FIGURE 12
ETHNICITY OF AISD NEW ADMINISTRATORS IN 1988-92



* Promoted refers to professionals who became administrators in 1992. This does not include administrators promoted to other administrative positions.

Source: AISD Department of Personnel, Human Resource Analyst. Information from employee file, compiled at the end of the 1992 calendar year. See Attachment 10 for changes in employment and hiring patterns by ethnicity for AISD administrators for 1980-1992. See Attachment 7 for new hire percentages.

District Efforts to Recruit and Retain Staff

The Executive Director of the Department of Personnel was interviewed concerning recruitment efforts by the District. Since Austin is sixth among the "Big 8" Texas school districts in beginning teacher salaries, recruiting has become more and more difficult. The following recruiting efforts are reported to have been in effect in 1992:

- The School Board approved $200,000 for recruiting efforts. Of this, $25,000 was allocated for travel and $175,000 was allocated for signing bonuses of which $100,000 was designated for bilingual teachers. This was a decrease of $100,000 in recruiting funds from 1991.

- Signing bonuses were approved for use in recruiting teachers in four areas:
  - Bilingual teachers - $100,000,
  - Areas of shortage,
  - Other special needs.

- Advertising was placed in national educator magazines in order to attract minority candidates for teacher and administrator contracts.

- The two consulting agreements established in 1987 for help with recruiting Blacks in colleges on the East Coast and Hispanics in the Texas Rio Grande Valley were still in effect throughout August 1992, at which time the East Coast contract was terminated.

- The District continued to utilize AISD principals, instructional coordinators, and teachers to recruit.

AISD monitors the success and status of recruiting efforts through the Affirmative Action Advisory Committee which meets quarterly, or as needed.

The Black Administrators Council (BAC) and the Hispanic Public School Administrators Group are two professional networking groups that have been formed by AISD administrators. The two support groups, started by individual initiative, are not directly sponsored by the District, but work within the AISD guidelines to support minority professionals.

The Black Administrators Council is an association of AISD administrators which offers orientation and assistance to new administrators and serves as a networking group between AISD and the Black community. Annually, BAC holds a seminar for potential administrators and provides assistance with the application process, interviewing techniques, and resume writing. Members of the BAC also serve as mentors to education majors at Huston-Tillotson College.

The Hispanic Public School Administrators Group meets monthly, during which issues in the District which affect them are discussed. The group is involved in recruiting minority professionals and administrators for AISD.

Source: AISD Department of Personnel, Executive Director and Assistant Director of Staff Personnel. See Attachment 6 for salaries of "Big 8" schools.

ATTACHMENTS

Attachment 1.	Ethnic and Sex Percentages of All Professional Employees, Teachers Only, and Other Professionals in Austin and Texas For 1980 Through 1992
Attachment 2.	Ethnic and Sex Percentages of Teachers and Administrators in AISD, in Texas and in the U.S. in 1992
Attachment 3.	Ethnic and Sex Percentages of All Administrative Employees, Broken Down into School and Central Administrators, in Austin and Texas for 1980 Through 1992
Attachment 4.	Number of Student Teachers in AISD by Ethnicity and College or University for 1981 Through 1992
Attachment 5.	Fourteen-Year Summary of the Ethnic Percentages of Student Teachers in AISD
Attachment 6.	"Big 8" Starting Teacher Salaries
Attachment 7.	1992 Hiring/Recruitment/Promotion
Attachment 8.	Passing Rate on the Examination for Certification of Educators in Texas (ExCET) by Ethnic Group in 1986 Through 1992
Attachment 9.	Change in Employment and Hiring Patterns by Ethnicity for AISD Professionals for 1980 Through 1992
Attachment 10.	Change in Employment and Hiring Patterns by Ethnicity for AISD Administrators for 1981 Through 1992

ATTACHMENT 1. ETHNIC AND SEX PERCENTAGES OF ALL PROFESSIONAL EMPLOYEES, TEACHERS ONLY, AND OTHER PROFESSIONALS IN AUSTIN AND TEXAS FOR 1980 THROUGH 1992

	LOCALE	ETHNICITY						SEX			
		BLACK		HISPANIC		OTHER		MALE		FEMALE	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
All Professionals											
1980	Austin	468	(12.6)	455	(12.3)	2,777	(75.1)	754	(20.4)	2,946	(79.6)
	Texas	-	(10.8)	-	(10.2)	-	(79.0)	-	(24.2)	-	(75.8)
1981	Austin	-	(12.9)	-	(12.9)	-	(74.2)	-	(20.0)	-	(80.0)
	Texas	-	(10.6)	-	(10.7)	-	(78.7)	-	(27.0)	-	(73.0)
1982	Austin	-	(12.9)	-	(14.2)	-	(72.9)	-	(20.2)	-	(79.8)
	Texas	-	(10.8)	-	(11.1)	-	(78.1)	-	(23.3)	-	(76.7)
1983	Austin	528	(14.1)	581	(15.5)	2,645	(72.5)	766	(20.9)	2,988	(79.6)
	Texas	19,341	(10.7)	20,491	(11.4)	140,401	(77.9)	41,939	(23.3)	138,295	(76.7)
1984	Austin	537	(13.8)	638	(16.4)	2,704	(69.7)	781	(20.1)	3,098	(79.9)
	Texas	19,450	(10.6)	21,566	(11.8)	142,067	(77.6)	42,467	(23.2)	140,616	(76.8)
1985	Austin	553	(13.1)	693	(16.4)	2,991	(70.6)	822	(19.4)	3,415	(80.6)
	Texas	19,418	(10.4)	22,420	(12.0)	144,378	(77.5)	42,498	(22.8)	143,718	(77.2)
1986	Austin	517	(12.4)	695	(16.7)	2,943	(70.8)	785	(18.9)	3,370	(81.1)
	Texas	19,654	(10.1)	23,996	(12.4)	150,549	(77.5)	42,506	(21.9)	151,693	(78.1)
1987	Austin	543	(12.3)	750	(17.0)	3,111	(70.6)	809	(18.4)	3,595	(81.6)
	Texas	19,403	(9.6)	25,661	(12.7)	157,242	(77.7)	43,743	(21.6)	158,561	(78.4)
1988	Austin	541	(12.0)	754	(16.8)	3,200	(71.2)	829	(18.4)	3,666	(81.6)
	Texas	19,403*	(9.6)*	25,661*	(12.7)*	157,242*	(77.7)*	43,743*	(21.6)*	158,561*	(78.4)*
1989	Austin	535	(11.6)	792	(17.2)	3,274	(71.2)	851	(18.5)	3,750	(81.5)
	Texas	20,232	(9.4)	27,221	(12.6)	168,152	(78.0)	45,924	(21.3)	169,681	(78.7)
1990	Austin	520	(10.8)	834	(17.4)	3,454	(71.8)	876	(18.2)	3,932	(81.8)
	Texas	20,317	(9.2)	28,440	(12.8)	172,687	(78.0)	46,797	(21.1)	174,647	(78.9)
1991	Austin	501	(10.5)	859	(17.9)	3,426	(71.6)	877	(18.3)	3,909	(81.7)
	Texas	20,384	(8.9)	29,981	(13.1)	177,655	(77.9)	47,672	(20.9)	180,348	(79.1)
1992	Austin	480	(9.8)	890	(18.2)	3,512	(72.0)	880	(18.0)	4,002	(82.0)
	Texas	20,460	(8.7)	32,263	(13.6)	183,541	(77.7)	49,164	(20.8)	187,100	(79.2)

* Figures are for 1987; 1988 figures were not available.

ATTACHMENT 1. CONTINUED

LOCALE		ETHNICITY						SEX			
		BLACK		HISPANIC		OTHER		MALE		FEMALE	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Teachers Only											
1980-82 figures not available.											
1983	Austin	491	(14.3)	546	(16.0)	2,386	(69.7)	717	(20.9)	2,706	(79.1)
	Texas	17,920	(10.7)	19,113	(11.4)	130,263	(77.9)	39,946	(23.9)	127,352	(76.1)
1984	Austin	502	(14.1)	596	(16.8)	2,459	(69.1)	734	(20.6)	2,823	(79.4)
	Texas	18,013	(10.6)	20,135	(11.8)	131,794	(77.6)	40,479	(23.8)	129,463	(76.2)
1985	Austin	502	(13.5)	624	(16.8)	2,591	(69.7)	741	(19.9)	2,976	(80.1)
	Texas	17,983	(10.4)	21,080	(12.2)	133,742	(77.4)	40,372	(23.4)	132,433	(76.6)
1986	Austin	472	(12.5)	647	(17.1)	2,664	(70.4)	724	(19.1)	3,059	(80.9)
	Texas	18,107	(10.1)	22,264	(12.4)	138,523	(77.4)	40,179	(22.5)	138,715	(77.5)
1987	Austin	485	(12.3)	679	(17.3)	2,768	(70.4)	725	(18.4)	3,207	(81.6)
	Texas	17,748	(9.5)	23,777	(12.8)	144,834	(77.7)	41,205	(22.1)	145,153	(77.9)
1988	Austin	480	(11.9)	683	(17.0)	2,864	(71.1)	745	(18.5)	3,282	(81.5)
	Texas	17,748*	(9.5)*	23,777	(12.8)*	144,834*	(77.7)*	41,205*	(22.1)*	145,153*	(77.9)*
1989	Austin	477	(11.6)	720	(17.4)	2,928	(71.0)	758	(18.4)	3,367	(81.6)
	Texas	18,355	(9.3)	24,881	(12.7)	153,380	(78.0)	43,193	(22.0)	153,423	(78.0)
1990	Austin	459	(10.6)	757	(17.5)	3,102	(71.9)	777	(18.0)	3,541	(82.0)
	Texas	18,106	(9.0)	25,864	(12.9)	156,805	(78.1)	43,944	(21.9)	156,831	(78.1)
1991	Austin	448	(10.4)	780	(18.1)	3,077	(71.5)	780	(18.1)	3,525	(81.9)
	Texas	18,137	(8.8)	27,156	(13.2)	160,663	(78.0)	44,374	(21.5)	161,581	(78.5)
1992	Austin	430	(9.8)	811	(18.5)	3,146	(71.7)	792	(18.0)	3,595	(82.0)
	Texas	18,121	(8.5)	29,077	(13.7)	165,558	(77.8)	45,588	(21.4)	167,168	(78.6)

* Figures are for 1987; 1988 figures were not available.

ATTACHMENT 1. CONTINUED

	LOCALE	ETHNICITY						SEX			
		BLACK		HISPANIC		OTHER		MALE		FEMALE	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Other Professionals											
1980-82 figures not available.											
1983	Austin	37	(11.2)	35	(10.6)	259	(78.2)	49	(14.8)	282	(85.2)
	Texas	1,421	(11.0)	1,378	(10.7)	10,138	(78.4)	1,993	(15.4)	10,943	(84.6)
1984	Austin	35	(10.9)	42	(13.0)	245	(76.1)	47	(14.6)	275	(85.4)
	Texas	1,437	(10.9)	1,431	(10.9)	10,273	(78.2)	1,988	(15.1)	11,153	(84.9)
1985	Austin	51	(9.8)	69	(13.3)	400	(76.9)	81	(15.6)	439	(84.4)
	Texas	1,435	(10.7)	1,340	(10.0)	10,636	(79.3)	2,126	(15.9)	11,285	(84.1)
1986	Austin	45	(12.1)	48	(12.9)	279	(75.0)	61	(16.4)	311	(83.6)
	Texas	1,547	(10.1)	1,732	(11.3)	12,026	(78.6)	2,327	(15.2)	12,978	(84.8)
1987	Austin	58	(12.3)	71	(15.0)	343	(72.7)	84	(17.8)	388	(82.2)
	Texas	1,655	(10.4)	1,884	(11.8)	12,408	(77.8)	2,538	(15.9)	13,408	(84.1)
1988	Austin	61	(13.0)	71	(15.2)	336	(71.8)	84	(18.0)	384	(82.1)
	Texas	1,655*	(10.4)*	1,884*	(11.8)*	12,408*	(77.8)*	2,538*	(15.9)*	13,408*	(84.1)*
1989	Austin	58	(12.2)	72	(15.1)	346	(72.7)	93	(19.5)	383	(80.5)
	Texas	1,877	(9.9)	2,340	(12.3)	14,772	(77.8)	2,731	(14.4)	16,258	(85.6)
1990	Austin	61	(12.4)	77	(15.7)	352	(71.8)	99	(20.2)	391	(79.8)
	Texas	2,211	(10.7)	2,576	(12.5)	15,882	(76.8)	2,853	(13.8)	17,816	(86.2)
1991	Austin	53	(11.0)	79	(16.4)	349	(72.6)	97	(20.2)	384	(79.8)
	Texas	2,247	(10.2)	2,825	(12.8)	16,992	(77.0)	3,298	(14.9)	18,766	(85.1)
1992	Austin	50	(10.1)	79	(16.0)	366	(73.9)	88	(17.8)	407	(82.2)
	Texas	2,339	(9.9)	3,186	(13.6)	17,983	(76.5)	3,576	(15.2)	19,932	(84.8)

* Figures are for 1987; 1988 figures were not available.

Source: AISD Department of Personnel

State figures: Texas Education Agency, Public Information Office

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ATTACHMENT 2. ETHNIC AND SEX PERCENTAGES OF TEACHERS AND ADMINISTRATORS IN AISD, IN TEXAS, AND IN THE U. S. IN 1992

		ETHNICITY			SEX	
	LOCALE	Black	Hispanic	Other	Male	Female
TEACHERS ONLY						
	AISD	9.8	18.5	71.7	18.0	82.0
	TEXAS	8.5	13.7	77.8	21.4	78.6
	U. S.	9.3	3.4	87.3	25.2	74.8
ADMINISTRATORS						
	AISD	19.9	22.1	58.0	42.0	58.0
	TEXAS	8.9	16.1	75.1	59.1	40.9
	U. S.	6.0	2.0	92.0	74.0	26.0

Source:

National Figures for Teachers--U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Volume 40, No.1, January 1993.

National Figures for Administrators-- "Nationwide Survey of School Administrators," The Executive Educator, Volume 15, No.1, February 1993.

State Figures--Texas Education Agency, Public Information Office, Table 1--Fall 1991-92 Personnel Roster, Full-Time Equivalent Counts by Personnel Types and Subtypes.

AISD figures--AISD Department of Personnel

ATTACHMENT 3. ETHNIC AND SEX PERCENTAGES OF ALL ADMINISTRATIVE EMPLOYEES, BROKEN DOWN INTO SCHOOL AND CENTRAL ADMINISTRATORS, IN AUSTIN AND TEXAS FOR 1980 THROUGH 1992

YEAR	LOCALE	ETHNICITY						SEX			
		BLACK		HISPANIC		OTHER		MALE		FEMALE	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
All Administrators											
1980	Austin	46	(14.4)	50	(15.6)	224	(70.0)	169	(52.8)	151	(47.2)
	Texas	-	-	-	-	-	-	-	-	-	-
1981	Austin	-	(15.7)	-	(17.3)	-	(67.0)	-	(50.8)	-	(49.2)
	Texas	-	(8.7)	-	(10.8)	-	(80.5)	-	-	-	-
1982	Austin	-	(16.0)	-	(18.3)	-	(65.7)	-	(50.3)	-	(49.7)
	Texas	-	(8.8)	-	(11.1)	-	(80.2)	-	(71.7)	-	(28.3)
1983	Austin	52	(17.0)	59	(19.3)	194	(63.6)	151	(49.5)	154	(50.5)
	Texas	1,289	(8.9)	1,734	(11.9)	11,532	(79.2)	10,291	(70.7)	4,268	(29.3)
1984	Austin	50	(18.4)	60	(22.1)	162	(59.6)	136	(50.0)	136	(50.0)
	Texas	1,323	(9.0)	1,848	(12.5)	11,594	(78.5)	10,266	(69.5)	4,499	(30.5)
1985	Austin	56	(18.5)	67	(22.1)	180	(59.4)	143	(47.2)	160	(52.8)
	Texas	1,239	(8.7)	1,900	(13.4)	11,046	(77.9)	9,940	(70.1)	4,245	(29.9)
1986	Austin	56	(18.9)	64	(21.5)	177	(59.6)	137	(46.1)	160	(53.9)
	Texas	1,133	(8.4)	1,818	(13.4)	10,610	(78.2)	9,658	(71.2)	3,903	(28.8)
1987	Austin	55	(18.3)	68	(22.6)	178	(59.1)	136	(45.2)	165	(54.8)
	Texas	1,126	(8.0)	1,937	(13.7)	11,095	(78.4)	9,092	(64.2)	5,066	(35.8)
1988	Austin	55	(18.8)	68	(23.3)	169	(57.9)	131	(44.9)	161	(55.1)
	Texas	1,126	(8.0)*	1,937*	(13.7)*	11,095*	(78.4)*	9,092*	(64.2)*	5,066*	(35.8)*
1989	Austin	51	(18.3)	64	(22.9)	164	(58.8)	124	(44.5)	155	(55.6)
	Texas	1,473	(8.7)	2,487	(14.6)	13,038	(76.7)	10,570	(62.2)	6,429	(37.8)
1990	Austin	51	(18.4)	62	(22.3)	165	(59.3)	120	(43.2)	158	(56.8)
	Texas	1,571	(9.0)	2,607	(14.9)	13,340	(76.2)	10,757	(61.4)	6,761	(38.6)
1991	Austin	52	(19.3)	60	(22.2)	158	(58.5)	116	(43.0)	154	(57.0)
	Texas	1,468	(8.8)	2,594	(15.5)	12,691	(75.7)	10,175	(60.7)	6,578	(39.3)
1992	Austin	52	(19.9)	58	(22.1)	152	(58.0)	110	(42.0)	152	(58.0)
	Texas	1,495	(8.9)	2,708	(16.1)	12,650	(75.1)	9,967	(59.1)	6,886	(40.9)

* Figures are for 1987; 1988 figures were not available.

* Central administrators include instructional and general administrators.

ATTACHMENT 3. CONTINUED

YEAR	LOCALE	ETHNICITY						SEX			
		BLACK		HISPANIC		OTHER		MALE		FEMALE	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
School											
1980-1982 figures not available.											
1983	Austin	33	(21.9)	30	(19.9)	88	(58.3)	89	(58.9)	62	(41.1)
	Texas	845	(11.0)	928	(12.0)	5,933	(77.0)	5,933	(77.0)	1,774	(23.0)
1984	Austin	35	(22.9)	35	(22.9)	83	(54.2)	83	(54.2)	70	(45.8)
	Texas	841	(10.0)	987	(12.7)	5,942	(76.5)	5,891	(75.8)	1,879	(24.2)
1985	Austin	41	(24.6)	41	(24.6)	85	(50.9)	89	(53.3)	78	(46.7)
	Texas	826	(10.8)	1,040	(13.5)	5,813	(75.7)	5,693	(74.1)	1,986	(25.9)
1986	Austin	38	(23.8)	41	(25.6)	81	(50.6)	82	(51.3)	78	(48.8)
	Texas	799	(10.1)	1,147	(14.5)	5,941	(75.3)	5,657	(71.7)	2,230	(28.3)
1987	Austin	41	(22.9)	46	(25.7)	92	(51.4)	86	(48.0)	93	(52.0)
	Texas	787	(9.5)	1,207	(14.5)	6,302	(76.0)	5,264	(63.5)	3,031	(36.5)
1988	Austin	41	(23.7)	47	(27.2)	85	(49.1)	82	(47.4)	91	(52.6)
	Texas	787*	(9.5)*	1,207*	(14.5)*	6,302*	(76.0)*	5,264*	(63.5)*	3,031*	(36.5)*
1989	Austin	38	(22.9)	43	(25.9)	85	(51.2)	76	(45.8)	90	(54.2)
	Texas	939	(10.3)	1,439	(15.8)	6,717	(73.9)	5,838	(64.2)	3,257	(35.8)
1990	Austin	39	(23.5)	43	(25.9)	84	(50.6)	72	(43.4)	94	(56.6)
	Texas	1,000	(10.5)	1,548	(16.2)	7,002	(73.3)	5,922	(62.0)	3,629	(38.0)
1991	Austin	40	(24.4)	42	(25.6)	82	(50.0)	71	(43.3)	93	(56.7)
	Texas	1,040	(10.8)	1,588	(16.5)	7,001	(72.7)	5,750	(59.7)	3,879	(40.3)
1992	Austin	43	(25.9)	41	(24.7)	82	(49.4)	69	(41.6)	97	(58.4)
	Texas	1,114	(11.1)	1,694	(17.0)	7,180	(71.9)	5,765	(57.7)	4,223	(42.3)

* Figures are for 1987; 1988 figures were not available.

** Central administrators include instructional and general administrators.

ATTACHMENT 3. CONTINUED

YEAR	LOCALE	ETHNICITY						SEX			
		BLACK		HISPANIC		OTHER		MALE		FEMALE	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Central**											
1980-1982 figures not available.											
1983	Austin	19	(12.3)	29	(18.8)	106	(68.8)	62	(40.3)	92	(59.7)
	Texas	444	(6.5)	806	(11.8)	5,599	(81.7)	4,358	(63.6)	2,491	(36.4)
1984	Austin	15	(12.6)	25	(21.0)	79	(66.4)	53	(44.5)	66	(55.5)
	Texas	482	(6.9)	861	(12.3)	5,652	(80.8)	4,375	(62.5)	2,620	(37.5)
1985	Austin	15	(11.0)	26	(19.1)	95	(69.9)	54	(39.7)	82	(60.3)
	Texas	413	(6.3)	860	(13.2)	5,233	(80.4)	4,247	(65.3)	2,259	(34.7)
1986	Austin	18	(13.1)	23	(16.8)	96	(70.1)	55	(40.1)	82	(59.9)
	Texas	334	(5.9)	671	(11.8)	4,669	(82.3)	4,001	(70.5)	1,673	(29.5)
1987	Austin	14	(11.5)	22	(18.0)	86	(70.5)	50	(41.0)	72	(59.0)
	Texas	339	(5.8)	732	(12.5)	4,792	(81.7)	3,829	(65.3)	2,034	(34.7)
1988	Austin	14	(11.8)	21	(17.7)	84	(70.6)	49	(41.2)	70	(58.8)
	Texas	339*	(5.8)*	732*	(12.5)*	4,792*	(81.7)*	3,829*	(65.3)*	2,034*	(34.7)*
1989	Austin	13	(11.5)	21	(18.6)	79	(69.9)	48	(42.5)	65	(57.5)
	Texas	534	(6.8)	1,048	(13.3)	6,321	(80.0)	4,731	(59.9)	3,172	(40.1)
1990	Austin	12	(10.7)	19	(17.0)	81	(72.3)	48	(42.9)	64	(57.1)
	Texas	571	(7.2)	1,059	(13.3)	6,338	(79.5)	4,835	(60.7)	3,132	(39.3)
1991	Austin	12	(11.3)	18	(17.0)	76	(71.1)	45	(42.5)	61	(57.5)
	Texas	429	(6.0)	1,006	(14.1)	5,690	(79.9)	4,426	(62.1)	2,699	(37.9)
1992	Austin	9	(9.4)	17	(17.7)	70	(72.9)	41	(42.7)	55	(57.3)
	Texas	381	(5.5)	1,016	(14.8)	5,469	(79.7)	4,204	(61.2)	2,662	(38.8)

* Figures are for 1987; 1988 figures were not available.

** Central administrators include instructional and general administrators.

Source: AISD Department of Personnel

State figures: Texas Education Agency, Public Information Office

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ATTACHMENT 4. NUMBER OF STUDENT TEACHERS IN AISD BY ETHNICITY AND COLLEGE OR UNIVERSITY FOR 1981 THROUGH 1992

COLLEGE OR UNIVERSITY	STUDENT TEACHERS IN 1981 ETHNICITY				STUDENT TEACHERS IN 1982 ETHNICITY				STUDENT TEACHERS IN 1983 ETHNICITY				STUDENT TEACHERS IN 1984 ETHNICITY			
	BLACK	HISPANIC	OTHER	TOTAL	BLACK	HISPANIC	OTHER	TOTAL	BLACK	HISPANIC	OTHER	TOTAL	BLACK	HISPANIC	OTHER	TOTAL
University of Texas	6	24	293	323	6	19	265	290	7	30	253	290	4	23	229	259
Huston-Tillotson	9	0	0	9	6	0	0	6	8	0	0	8	8	0	0	8
St. Edward's University	1	5	12	18	0	6	6	12	2	7	4	13	1	3	5	9
Southwest Texas State	1	5	26	32	1	3	20	24	2	2	20	24	1	1	22	24
Concordia	0	0	0	0	0	0	2	2	0	0	2	2	0	1	3	4
A & M	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0
Other	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
TOTAL	17	34	331	382	14	28	293	335	19	39	280	338	14	28	259	301

COLLEGE OR UNIVERSITY	STUDENT TEACHERS IN 1985 ETHNICITY				STUDENT TEACHERS IN 1986 ETHNICITY				STUDENT TEACHERS IN 1987 ETHNICITY				STUDENT TEACHERS IN 1988 ETHNICITY			
	BLACK	HISPANIC	OTHER	TOTAL	BLACK	HISPANIC	OTHER	TOTAL	BLACK	HISPANIC	OTHER	TOTAL	BLACK	HISPANIC	OTHER	TOTAL
University of Texas	7	52	452	511	11	31	302	344	8	37	463	508	9	49	491	549
Huston-Tillotson	7	0	0	7	7	1	0	8	2	0	0	2	5	0	1	6
St. Edward's University	1	11	13	25	4	8	9	21	0	9	4	13	0	5	13	18
Southwest Texas State	1	4	24	29	1	3	40	44	0	1	39	40	0	1	20	21
Concordia	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1
A & M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
Other	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	16	67	490	573	23	43	351	417	10	47	507	564	14	55	528	597

ATTACHMENT 4. CONTINUED

COLLEGE OR UNIVERSITY	STUDENT TEACHERS IN 1989 ETHNICITY				STUDENT TEACHERS IN 1990 ETHNICITY				STUDENT TEACHERS IN 1991 ETHNICITY				STUDENT TEACHERS IN 1992 ETHNICITY			
	BLACK	HISPANIC	OTHER	TOTAL	BLACK	HISPANIC	OTHER	TOTAL	BLACK	HISPANIC	OTHER	TOTAL	BLACK	HISPANIC	OTHER	TOTAL
University of Texas	10	51	466	527	10	71	486	567	10	35	357	402	7	46	444	497
Huston-Tillotson	3	0	0	3	6	0	1	7	6	0	2	8	5	0	0	5
St. Edward's University	0	9	12	21	2	17	27	46	0	12	23	35	0	5	17	22
Southwest Texas State	1	3	33	37	0	9	37	46	0	10	41	51	2	10	42	54
Concordia	0	1	5	6	0	0	3	3	0	0	4	4	0	0	5	5
A & M	0	0	1	1	0	0	1	1	0	0	0	0	0	0	1	1
Other	0	0	5	5	0	0	1	1	0	0	2	2	0	0	2	2
TOTAL	14	64	522	600	18	97	556	671	16	57	429	502	14	61	511	586

Source: AISD Office of Student Teaching

ATTACHMENT 5. FOURTEEN-YEAR SUMMARY OF THE ETHNIC PERCENTAGES OF STUDENT TEACHERS IN AISD

YEAR*	ETHNICITY		
	Black	Hispanic	Other
1979-80 School Year	4.5	11.2	84.3
Fall, 1980	3.4	9.2	87.4
Fall, 1981	4.6	8.3	87.1
Fall, 1982	4.2	8.4	87.5
Fall, 1983	5.6	11.5	82.8
Fall, 1984	4.7	9.3	86.0
Spring & Fall, 1985	2.8	11.7	85.5
Spring & Fall, 1986	5.5	10.3	84.2
Spring & Fall, 1987	1.8	8.3	89.9
Spring & Fall, 1988	2.3	9.2	88.4
Spring & Fall, 1989	2.3	10.7	87.0
Spring & Fall, 1990	2.7	14.5	82.9
Spring & Fall, 1991	3.2	11.3	85.5
Spring & Fall, 1992	2.4	10.4	87.2

* Percentages could not be obtained for comparable time periods.

Source: AISD Office of Student Teaching

ATTACHMENT 6. BIG 8 STARTING TEACHER SALARIES

1.	Dallas	$ 24,000
2.	Houston	24,000
3.	Ft. Worth	23,276
4.	San Antonio	22,800
5.	Ysleta	22,689
6.	Austin	22,316
7.	El Paso	21,846
8.	Corpus Christi	21,388

Source: AISD Department of Personnel, Executive Director

ATTACHMENT 7. 1992 HIRING/RECRUITMENT/PROMOTION

NEW HIRES FROM OUT OF DISTRICT: 1/1/92 - 12/31/92

ETHNICITY	Black		Hispanic		Other		Total
	Nbr	Pct	Nbr	Pct	Nbr	Pct	Nbr
All Professionals *	41	6.3	108	16.7	499	77.0	648
Teachers Only	39	6.5	103	17.3	455	76.2	597
Administrators	Nbr	Pct	Nbr	Pct	Nbr	Pct	Nbr
Campus	3	42.9	1	14.2	3	42.9	7
Central	0		0		3	100.0	3
Total	3	30.0	1	10.0	6	60.0	10

PROFESSIONAL TO ADMINISTRATIVE PROMOTIONS IN AISD: 1/1/92 - 12/31/92

ETHNICITY	Black		Hispanic		Other		Total
Administrators	Nbr	Pct	Nbr	Pct	Nbr	Pct	Nbr
Campus	4	25.0	6	37.5	6	37.5	16
Central	0		1	33.3	2	66.7	3
Total	4	21.1	7	36.8	8	42.1	19

* Includes teachers and all other nonteaching professional employees.

Source: AISD Department of Personnel

ATTACHMENT B. PASSING RATE ON THE EXAMINATION FOR CERTIFICATION OF EDUCATORS IN TEXAS (ExCET) BY ETHNIC GROUP IN 1986 THROUGH 1992

ETHNICITY	TESTED							PASSED						
	1986	1987	1988	1989	1990	1991	1992	1986	1987	1988	1989	1990	1991	1992
Black	1,444	2,782	2,786	2,964	2,770	2,301	2,182	735	1,321	1,191	1,415	1,340	1,212	1,293
Hispanic	3,723	6,290	5,788	6,668	7,814	7,182	6,369	2,419	3,932	3,443	4,280	4,798	4,555	4,671
Other	22,275	36,939	36,056	40,143	40,150	36,204	40,705	20,189	32,805	31,345	35,293	35,081	32,074	36,124
Not Reported	75	283	306	380	0	0	0	52	169	197	257	0	0	0
Total	27,517	46,294	44,918	50,155	50,734	45,687	49,256	23,395	38,227	36,176	41,245	41,219	37,841	42,088

ETHNICITY	PERCENTAGE PASSING OF GROUP TESTED							PERCENTAGE OF TOTAL PASSING						
	1986	1987	1988	1989	1990	1991	1992	1986	1987	1988	1989	1990	1991	1992
Black	50.9	47.5	43.0	47.7	48.4	52.7	59.3	3.1	3.5	3.3	3.4	3.3	3.2	3.1
Hispanic	65.0	62.5	59.5	64.2	61.4	63.4	73.3	10.3	10.3	9.5	10.4	11.6	12.0	11.1
Other	90.6	88.8	86.9	87.9	87.4	88.6	88.7	86.3	85.8	86.6	85.6	85.1	84.8	85.8
Not Reported	69.3	59.7	64.4	67.6	0	0	0	.2	.4	.5	.6	0	0	0
Total	85.0	82.6	80.5	82.2	81.2	82.8	85.4	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: Numbers represent tests attempted or passed, not individuals. Typically, multiple tests in more than one area of certification are taken.

Source: Texas Education Agency, Division of Teacher Assessment

92.10

ATTACHMENT 9. CHANGE IN EMPLOYMENT AND HIRING PATTERNS BY ETHNICITY FOR AISD PROFESSIONALS FOR 1980 THROUGH 1992

ETHNICITY	EMPLOYED DEC. 1980		HIRES AND PROMOTIONS IN 1981		EMPLOYED DEC. 1981		LOSSES*		NET CHANGE
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
Black	468	12.6	51	8.2	476	12.9	43	6.8	+8
Hispanic	455	12.3	103	16.5	475	12.9	83	13.1	+20
Other	2,777	75.1	471	75.3	2,738	74.2	510	80.2	-39
Total	3,700	100.0	625	100.0	3,689	100.0	636	100.1	-11

ETHNICITY	EMPLOYED DEC. 1981		HIRES AND PROMOTIONS IN 1982		EMPLOYED DEC. 1982		LOSSES*		NET** CHANGE
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
Black	476	12.9	61	10.2	484	12.9	53	9.8	+8
Hispanic	475	12.9	136	22.7	532	14.2	79	14.7	+57
Other	2,738	74.2	401	67.1	2,732	72.9	407	75.5	-6
Total	3,689	100.0	598	100.0	3,748	100.0	539	100.0	+59

ETHNICITY	EMPLOYED DEC. 1982		HIRES AND PROMOTIONS IN 1983		EMPLOYED DEC. 1983		LOSSES*		NET** CHANGE
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
Black	484	12.9	79	15.3	528	14.1	35	6.9	+44
Hispanic	532	14.2	112	21.7	581	15.5	63	12.4	+49
Other	2,732	72.9	324	62.9	2,645	70.5	411	80.7	-87
Total	3,748	100.0	515	100.0	3,754	100.0	509	100.0	+6

ETHNICITY	EMPLOYED DEC. 1983		HIRES AND PROMOTIONS IN 1984		EMPLOYED DEC. 1984		LOSSES*		NET** CHANGE
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
Black	528	14.1	48	8.0	537	13.8	39	8.2	+9
Hispanic	581	15.5	123	20.6	638	16.4	66	14.0	+57
Other	2,645	70.5	427	71.4	2,704	69.7	368	77.8	+59
Total	3,754	100.0	598	100.0	3,879	100.0	473	100.0	+125

ETHNICITY	EMPLOYED DEC. 1984		HIRES AND PROMOTIONS IN 1985		EMPLOYED DEC. 1985		LOSSES*		NET** CHANGE
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
Black	537	13.8	63	7.7	553	13.1	47	10.2	+16
Hispanic	638	16.4	129	15.8	693	16.4	74	16.1	+55
Other	2,704	69.7	625	76.5	2,991	70.6	338	73.6	+287
Total	3,879	100.0	817	100.0	4,237	100.0	459	100.0	+358

ETHNICITY	EMPLOYED DEC. 1985		HIRES AND PROMOTIONS IN 1986		EMPLOYED DEC. 1986		LOSSES*		NET** CHANGE
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
Black	553	13.1	41	9.0	517	12.4	77	14.3	-36
Hispanic	693	16.4	77	16.9	695	16.7	75	14.0	+2
Other	2,991	70.6	337	74.1	2,943	70.8	385	71.7	-48
Total	4,237	100.1	455	100.0	4,155	99.9	537	100.0	-82

ATTACHMENT 9. CONTINUED

ETHNICITY	EMPLOYED DEC. 1986 NUMBER	EMPLOYED DEC. 1986 PERCENT	HIRES AND PROMOTIONS IN 1987 NUMBER	HIRES AND PROMOTIONS IN 1987 PERCENT	EMPLOYED DEC. 1987 NUMBER	EMPLOYED DEC. 1987 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	517	12.4	55	8.7	543	12.3	29	7.6	+26
Hispanic	695	16.7	112	17.1	750	17.0	57	14.9	+55
Other	2,943	70.8	465	73.6	3,111	70.6	297	77.5	+168
Total	4,155	99.9	632	100.0	4,404	99.9	383	100.0	+249

ETHNICITY	EMPLOYED DEC. 1987 NUMBER	EMPLOYED DEC. 1987 PERCENT	HIRES AND PROMOTIONS IN 1988 NUMBER	HIRES AND PROMOTIONS IN 1988 PERCENT	EMPLOYED DEC. 1988 NUMBER	EMPLOYED DEC. 1988 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	543	12.3	38	7.5	541	12.0	40	9.7	-2
Hispanic	750	17.0	88	17.5	754	16.8	84	20.3	+4
Other	3,111	70.6	378	75.0	3,200	71.2	289	70.0	+89
Total	4,404	99.9	504	100.0	4,495	100.0	413	100.0	+91

ETHNICITY	EMPLOYED DEC. 1988 NUMBER	EMPLOYED DEC. 1988 PERCENT	HIRES AND PROMOTIONS IN 1989 NUMBER	HIRES AND PROMOTIONS IN 1989 PERCENT	EMPLOYED DEC. 1989 NUMBER	EMPLOYED DEC. 1989 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	541	12.0	49	8.6	535	11.6	55	11.9	-6
Hispanic	754	16.8	95	16.7	792	17.2	57	12.3	+38
Other	3,200	71.2	424	74.7	3,274	71.2	350	75.8	+74
Total	4,495	100.0	568	100.0	4,601	100.0	462	100.0	+106

ETHNICITY	EMPLOYED DEC. 1989 NUMBER	EMPLOYED DEC. 1989 PERCENT	HIRES AND PROMOTIONS IN 1990 NUMBER	HIRES AND PROMOTIONS IN 1990 PERCENT	EMPLOYED DEC. 1990 NUMBER	EMPLOYED DEC. 1990 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	535	11.6	35	5.2	520	10.8	50	10.7	-15
Hispanic	792	17.2	109	16.1	834	17.4	67	14.3	+42
Other	3,274	71.2	532	78.7	3,454	71.8	352	75.1	+180
Total	4,601	100.0	676	100.0	4,808	100.0	469	100.0	+207

ETHNICITY	EMPLOYED DEC. 1990 NUMBER	EMPLOYED DEC. 1990 PERCENT	HIRES AND PROMOTIONS IN 1991 NUMBER	HIRES AND PROMOTIONS IN 1991 PERCENT	EMPLOYED DEC. 1991 NUMBER	EMPLOYED DEC. 1991 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	520	10.8	32	6.8	501	10.5	51	10.4	-19
Hispanic	834	17.4	97	20.6	859	17.9	72	14.6	+25
Other	3,454	71.8	341	72.6	3,426	71.6	369	75.0	-28
Total	4,808	100.0	470	100.0	4,786	100.0	492	100.0	-22

ETHNICITY	EMPLOYED DEC. 1991 NUMBER	EMPLOYED DEC. 1991 PERCENT	HIRES AND PROMOTIONS IN 1992 NUMBER	HIRES AND PROMOTIONS IN 1992 PERCENT	EMPLOYED DEC. 1992 NUMBER	EMPLOYED DEC. 1992 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	501	10.5	41	6.3	480	9.8	62	11.2	-21
Hispanic	859	17.9	97	16.7	890	18.2	77	14.0	+31
Other	3,426	71.6	499	77.0	3,512	72.0	413	74.8	+86
Total	4,786	100.0	648	100.0	4,882	100.0	552	100.0	+96

* Losses = Employed Previous Year + Hires Following Year - Employed Following Year.

** Net Change = Number Hires - Number Losses.

Note: Percentages may not total 100 due to rounding.

Source: AISD Department of Personnel

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ATTACHMENT 10. CHANGE IN EMPLOYMENT AND HIRING PATTERNS BY ETHNICITY FOR AISD ADMINISTRATORS FOR 1981 THROUGH 1992

ETHNICITY	EMPLOYED DEC. 1980 NUMBER	EMPLOYED DEC. 1980 PERCENT	HIRES AND PROMOTIONS IN 1981 NUMBER	HIRES AND PROMOTIONS IN 1981 PERCENT	EMPLOYED DEC. 1981 NUMBER	EMPLOYED DEC. 1981 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET CHANGE
Black	46	14.4	-	-	50	15.8	-	-	-
Hispanic	50	15.6	-	-	55	17.4	-	-	-
Other	224	70.0	-	-	212	66.9	-	-	-
Total	320	100.0	-	-	317	100.0	-	-	-

ETHNICITY	EMPLOYED DEC. 1981 NUMBER	EMPLOYED DEC. 1981 PERCENT	HIRES AND PROMOTIONS IN 1982 NUMBER	HIRES AND PROMOTIONS IN 1982 PERCENT	EMPLOYED DEC. 1982 NUMBER	EMPLOYED DEC. 1982 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	50	15.8	-	-	50	16.0	-	-	-
Hispanic	55	17.4	-	-	57	18.3	-	-	-
Other	212	66.9	-	-	205	65.7	-	-	-
Total	327	100.0	-	-	312	100.0	-	-	-

ETHNICITY	EMPLOYED DEC. 1982 NUMBER	EMPLOYED DEC. 1982 PERCENT	HIRES AND PROMOTIONS IN 1983 NUMBER	HIRES AND PROMOTIONS IN 1983 PERCENT	EMPLOYED DEC. 1983 NUMBER	EMPLOYED DEC. 1983 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	50	16.0	7	28.0	52	17.0	5	15.6	+2
Hispanic	57	18.3	7	28.0	59	19.3	5	15.6	+2
Other	205	65.7	11	44.0	194	63.6	22	68.8	-11
Total	312	100.0	25	100.0	305	100.0	32	100.0	-7

ETHNICITY	EMPLOYED DEC. 1983 NUMBER	EMPLOYED DEC. 1983 PERCENT	HIRES AND PROMOTIONS IN 1984 NUMBER	HIRES AND PROMOTIONS IN 1984 PERCENT	EMPLOYED DEC. 1984 NUMBER	EMPLOYED DEC. 1984 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	52	17.0	11	23.4	50	18.4	13	16.3	-2
Hispanic	59	19.3	12	25.5	60	22.1	11	13.8	+1
Other	194	63.6	24	51.1	162	59.6	56	70.0	-32
Total	305	100.0	47	100.0	272	100.0	80	100.0	-33

ETHNICITY	EMPLOYED DEC. 1984 NUMBER	EMPLOYED DEC. 1984 PERCENT	HIRES AND PROMOTIONS IN 1985 NUMBER	HIRES AND PROMOTIONS IN 1985 PERCENT	EMPLOYED DEC. 1985 NUMBER	EMPLOYED DEC. 1985 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	54	18.0	5	14.3	56	18.5	3	9.4	+2
Hispanic	61	20.3	12	34.3	67	22.1	6	18.8	+6
Other	185	61.7	18	51.4	180	59.4	23	71.9	-5
Total	300	100.0	35	100.0	303	100.0	32	100.0	+3

ETHNICITY	EMPLOYED DEC. 1985 NUMBER	EMPLOYED DEC. 1985 PERCENT	HIRES AND PROMOTIONS IN 1986 NUMBER	HIRES AND PROMOTIONS IN 1986 PERCENT	EMPLOYED DEC. 1986 NUMBER	EMPLOYED DEC. 1986 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	56	18.5	10	26.3	56	18.9	10	22.7	0
Hispanic	67	22.1	11	28.9	64	21.5	14	31.8	-3
Other	180	59.4	17	44.7	177	59.6	20	45.5	-3
Total	303	100.0	38	99.9	297	100.0	44	100.0	-6

ATTACHMENT 10. CONTINUED

ETHNICITY	EMPLOYED DEC. 1986 NUMBER	EMPLOYED DEC. 1986 PERCENT	HIRES AND PROMOTIONS IN 1987 NUMBER	HIRES AND PROMOTIONS IN 1987 PERCENT	EMPLOYED DEC. 1987 NUMBER	EMPLOYED DEC. 1987 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	56	18.9	6	26.1	55	18.3	7	36.8	-1
Hispanic	64	21.5	6	26.1	68	22.6	2	10.5	+4
Other	177	59.6	11	47.8	178	59.1	10	52.6	+1
Total	297	100.0	23	100.0	301	100.0	19	99.9	+4

ETHNICITY	EMPLOYED DEC. 1987 NUMBER	EMPLOYED DEC. 1987 PERCENT	HIRES AND PROMOTIONS IN 1988 NUMBER	HIRES AND PROMOTIONS IN 1988 PERCENT	EMPLOYED DEC. 1988 NUMBER	EMPLOYED DEC. 1988 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	55	18.3	6	33.3	55	18.8	6	22.2	0
Hispanic	68	22.6	2	11.1	68	23.3	2	7.4	0
Other	178	59.1	10	55.6	169	57.9	19	70.4	-9
Total	301	100.0	18	100.0	292	100.0	27	100.0	-9

ETHNICITY	EMPLOYED DEC. 1988 NUMBER	EMPLOYED DEC. 1988 PERCENT	HIRES AND PROMOTIONS IN 1989 NUMBER	HIRES AND PROMOTIONS IN 1989 PERCENT	EMPLOYED DEC. 1989 NUMBER	EMPLOYED DEC. 1989 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	55	18.8	4	18.2	51	18.3	8	22.9	-4
Hispanic	68	23.3	3	13.6	64	22.9	7	20.0	-4
Other	169	57.9	15	68.2	164	58.8	20	57.1	-5
Total	292	100.0	22	100.0	279	100.0	35	100.0	-13

ETHNICITY	EMPLOYED DEC. 1989 NUMBER	EMPLOYED DEC. 1989 PERCENT	HIRES AND PROMOTIONS IN 1990 NUMBER	HIRES AND PROMOTIONS IN 1990 PERCENT	EMPLOYED DEC. 1990 NUMBER	EMPLOYED DEC. 1990 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	51	18.3	4	28.6	51	18.4	4	26.7	0
Hispanic	64	22.9	3	21.4	62	22.3	5	33.3	-2
Other	164	58.8	7	50.0	165	59.3	6	40.0	1
Total	279	100.0	14	100.0	278	100.0	15	100.0	-1

ETHNICITY	EMPLOYED DEC. 1990 NUMBER	EMPLOYED DEC. 1990 PERCENT	HIRES AND PROMOTIONS IN 1991 NUMBER	HIRES AND PROMOTIONS IN 1991 PERCENT	EMPLOYED DEC. 1991 NUMBER	EMPLOYED DEC. 1991 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	51	18.4	3	30.0	52	19.3	2	11.1	+1
Hispanic	62	22.3	1	10.0	60	22.2	3	16.7	-2
Other	165	59.3	6	60.0	158	58.5	13	72.2	-7
Total	278	100.0	10	100.0	270	100.0	18	100.0	-8

ETHNICITY	EMPLOYED DEC. 1991 NUMBER	EMPLOYED DEC. 1991 PERCENT	HIRES AND PROMOTIONS IN 1992 NUMBER	HIRES AND PROMOTIONS IN 1992 PERCENT	EMPLOYED DEC. 1992 NUMBER	EMPLOYED DEC. 1992 PERCENT	LOSSES* NUMBER	LOSSES* PERCENT	NET** CHANGE
Black	52	19.3	7	24.1	52	19.9	7	18.9	0
Hispanic	60	22.2	8	27.6	58	22.1	10	27.0	-2
Other	158	58.5	14	48.3	152	58.0	20	54.1	-6
Total	270	100.0	29	100.0	262	100.0	37	100.0	-8

* Losses = Employed Previous Year + Hires Following Year - Employed Following Year.

** Net Change = Number Hires - Number Losses.

Note: Percentages may not total 100 due to rounding.

Source: AISD Department of Personnel

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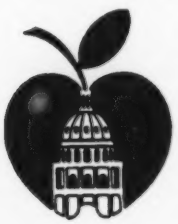

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